

# **INTERNATIONAL DISTRIBUTION RIGHTS INSTITUTIONS OF ADMINISTRATION**

## **Office of the President**

### **Chambers of the Board of Governing**

**Nomination Letter — October 20, 2025 | 9:01 AM**

**To the Esteemed Members of the Chambers of INDR,**

In pursuant to the **INDR Rules, Procedures, and Policies**, I, **Erik Zambrano**, serving as **President of the International Distribution Rights Institutions of Administration (INDR)**, hereby transmit to the Chambers the following **nominations and appointments** to serve in senior Deputy capacities across multiple Divisions of the INDR as of this date, **October 20th, 2025, at 9:01 AM**.

These appointments uphold the principles of organizational integrity and ensure that each Department continues to operate with efficiency, transparency, and accountability under the INDR framework.

#### **I. Office of Law and Association Justice (OLAJ)**

##### **1. Deputy Chief of OLAJ – Alexandra Pierce**

Ms. Pierce shall serve as Deputy Chief of the Office of Law and Association Justice, supervising all divisions within OLAJ and ensuring the enforcement of institutional law and compliance. Her office will coordinate among all sub-agencies to uphold legal uniformity and transparency throughout the INDR.

##### **2. Deputy of Institutional Enforcement – Jordan Whitmore**

Mr. Whitmore will direct the Office of Institutional Enforcement, ensuring that all INDR divisions comply with association law, internal mandates, and procedural directives. His office maintains oversight over investigative procedures and enforcement operations in matters of institutional governance.

##### **3. Deputy of Members Counsel – Emily Reyes**

Ms. Reyes shall oversee the **Office of Members Counsel**, ensuring that all INDR members are fully informed of their **legal rights and responsibilities**. Her office ensures that all communications between members and their legal representatives remain protected under INDR authority, and that due process is observed during any inquiry or investigation. The

Office of Members Counsel shall report directly to OLAJ regarding matters of **copyright infringement, procedural review, and legal proceedings** within the Association.

## **II. Office of the Controller**

### **4. Deputy Controller of Auditing & Compliance – Michael Harrington**

Mr. Harrington will oversee the auditing of all INDR accounts, ensure the proper allocation of grants, and maintain compliance with financial regulations and transparency protocols. His division safeguards fiscal integrity across all association departments.

### **5. Deputy Controller of Administrative Grants – Sophia Bennett**

Ms. Bennett will direct the Office of Administrative Grants, managing the coordination and oversight of internal funding programs and association-based financial aid. Her office ensures that all issued grants adhere to the INDR's operational laws and financial statutes.

## **III. Association Human Resources Division**

### **6. Deputy Chief of Association Human Resources – Christopher Lane**

Mr. Lane shall oversee **Association Personnel and Membership**, maintaining standards of accessibility, accountability, and institutional compliance throughout the INDR. His division manages the **Office of Memberships, Office of Personnel and Management**, and the **Office of Accountability Inspector**, ensuring that personnel operations, membership integrity, and transparency are administered fairly. Deputies serving under these offices act as **Acting Chiefs** of their respective subdivisions, directly coordinating with the central HR authority to preserve organizational discipline and structural unity.

**Transmitted to the Chambers of INDR by:**

**Erik Zambrano**

President, INDR Music Association

Office of the President

A handwritten signature in black ink, appearing to read 'Erik Zambrano', written over a horizontal line.

Signature of the President

Filed and Recorded: October 20, 2025 | 9:01 AM